

PERSONNEL/ADMINISTRATIVE AFFAIRS COMMITTEE

JULY 7, 2016

A meeting of the Personnel/Administrative Affairs Committee was held on Thursday, July 7, 2016, at 7:00 p.m. in the Aldermanic Chamber.

Alderman-at-Large David W. Deane, Vice Chairman, presided.

Members of the Committee present: Alderman-at-Large David W. Deane, Vice Chair
Alderman June M. Caron
Alderman Don LeBrun

Members not in Attendance: Alderman Ben Clemons, Chairman
Alderman Tom Lopez

Also in Attendance: Alderman-at-Large Brian S. McCarthy
Alderman-at-Large Michael B. O'Brien, Sr.
Mr. Tim Cummings, Director of Economic Development
Attorney Steven Bolton, Corporation Counsel
Ms. Patricia D. Piecuch, City Clerk

PUBLIC COMMENT - None

INTERVIEWS

Conservation Commission

Dan Sloan (New Appointment)

Term to Expire: December 31, 2017

Ms. Aly McKnight, Assistant to the Mayor

I am here on behalf of the Mayor who is not able to be here this evening. I would like to introduce Dan. He is looking to be a part of the Conservation Commission in Nashua. He has had a really avid interest in what's going on with the trails here in Nashua for a very long time. He has worked with Roger Houston, Mayor Lozeau and Don Charelle on the mountain bike trails at the trail conservation land and has been a part of Yudicky Park and the trail conservation land for nine years. He's also worked on some mountain bike trails in Mine Falls and in parks throughout Vermont, New Hampshire and Massachusetts. He is a member and past vice president of the New England Mountain Bike Association and he has participated in quite a few different conservation projects throughout New Hampshire. He is also the trail steward for the Yudicky Park trails and he spends ten to thirty hours per week riding in the woods, hiking and maintaining the trails. In our conversations he has shown a lot of evidence of being very passionate about getting as many people involved as possible in conservation lands and making sure that these lands are accessible for public use and he is interested in the city possibly acquiring more land and maintaining the ones we have so that we really are protecting our great spaces. Thank you.

Mr. Dan Sloan, Nashua, NH

I've lived in Nashua for about 40 years. Like Aly said I've been out in the woods quite a bit and am very familiar with a lot of the conservation land and the parks in Nashua and would like to keep as much green space as we can. I'm not really one to mark something conservation and say nobody can come in it. I like to see them being used but not necessarily developed and that type of thing. I have had experience working with the state at Bare Brook and Pawtuckaway; a lot of local areas and Highland Mountain Bike Park up in Northfield. Most of our trail, even though it sounds like it is all mountain biking;

but we always concentrate on multi-use that are open for everybody. Being a mountain biker we tend to use them for ourselves but it's always a multi-use trail. We know quite a bit about utilizing the property without doing any damage, making trails self-sufficient so you don't have to go in and maintain them all of the time. We avoid wetlands or mitigate around them as best we can. That's why I was interested in joining.

Vice Chairman Deane

Does anyone have any questions for Mr. Sloan?

Alderman LeBrun

Mr. Sloan, in your correspondence you mention that you monitor partying at Yudicky Park?

Mr. Sloan

As part of the trail stewardship; yes. I am over there quite a bit, at least once a week if not more and we've found several party spots. I brought it to Roger Houston's and Nick Caggiano's attention. We try to keep it out if we can.

Alderman LeBrun

Are you aware that three days a week I am out there at 7:00 a.m. and the first thing that I have to do is pick up the hundreds of beer cans and some unmentionables in the parking lot as well as on the ball field?

Mr. Sloan

It's all coming from the ball fields. I've seen the same and I was told that some of the groups that are using the ball fields get away with it because they have a lot of officers but we haven't actually caught anybody doing anything. What I found is that if there is a big series of games going on at night then the next day it will be a mess. They have lit the trash cans on fire, I've seen a lot. We've pulled a lot of t.v.'s and tires from there as people use it as a dump. One of my duties is to kind of try and clean that up as best we can. It's tough on the ball fields because they are not really using our trails where I am at, they are over in the park itself but I don't know how you would mitigate that other than having an officer show up when they are getting ready to leave.

Alderman Caron

This is quite a resume. I am very impressed and I think that that you should go on the Mine Falls Park Advisory Committee as well. As far as the problem at the ball field all Parks & Rec has to do is find out who is using that field the night before and they lose their privilege to use the facility or the police can take a trip around there. I think Nick should be reminded of that. I am quite impressed. You have done a nice job. I see you worked with the dog group when they were trying to get a dog park. I am so glad that you are willing to be part of the community volunteer programs, thank you.

Mr. Sloan

I was told that when they had the initial plan for the Terrell property that they were going to put lighting in the parking lot. That might help at least when it's in use.

Alderman McCarthy

I want to comment on lighting at Yudicky...don't. It's the only dark place left in Nashua and I want to

keep it that way.

Vice Chairman Deane

Can you tell them why?

Alderman McCarthy

Yes because I go out and star gaze their occasionally and it's a lot easier if there are no lights. The softball league problem has been a problem forever and yet Parks & Rec could do something about it, frankly it isn't that hard to catch them but nothing ever gets done. Mr. Sloan, have you been to Conservation Commission meetings?

Mr. Sloan

I've been to one full meeting but I've dealt with the Conservation Commission with Mayor Lozeau when the Terrell property was coming into being. She wanted to put a jogging area in there.

Alderman McCarthy

While I really appreciate the amount of work you are willing to do on the trail and I think that is a phenomenal part of what the Conservation Commission does, the Board is actually constituted as an advisory board to the Zoning Board of Adjustment to give advice on wetlands exceptions and variances and you are aware of that?

Mr. Sloan

Yes, I am. It's not my favorite part of it but I understand the reasoning behind it. Judging from the last meeting they had two commercial properties that they were dealing with and it's the kind of thing that I think I could be helpful with.

Vice Chairman Deane

So you have attended one meeting. Have you looked at any meeting minutes from previous meetings?

Mr. Sloan

Yes. I try to keep up-to-date on the Terrell property so I look up if there is something regarding Terrell and I will look into that. I understand that you get a lot of homeowners and commercial businesses that want a variance for one reason or the other to pave over or move a wetland. I am probably in the middle of the road with the group that I saw. Some of them were kind of adamant that they really didn't want anything and others were well, okay we can do it if you add this and change that. I can understand...as long as they are willing to work within the rules and if they are going to take this little piece of conservation land but improve the other part enough to make it worthwhile type of thing.

Vice Chairman Deane

If there are no other questions, your appointment will be taken up later on in the meeting.

COMMUNICATIONS – None

APPLICATION TO LICENSE HAWKER'S, PEDDLER'S, ITINERANT VENDOR'S LICENSE - None

APPOINTMENTS BY THE MAYOR

**MOTION BY ALDERMAN DEANE TO RECOMMEND THE CONFIRMATION OF THE FOLLOWING APPOINTMENTS BY THE MAYOR: TO THE CABLE TELEVISION ADVISORY BOARD: ANDREW CERNOTA AND PAUL F. JOHNSON FOR TERMS TO EXPIRE JANUARY 1, 2019; TO THE CONSERVATION COMMISSION: DAN SLOAN, FOR A TERM TO EXPIRE DECEMBER 31, 2017; AND, TO THE NASHUA CITY PLANNING BOARD: SCOTT LECLAIR AND DAVID ROBBINS FOR TERMS TO EXPIRE MARCH 31, 2019
MOTION CARRIED**

UNFINISHED BUSINESS – None

NEW BUSINESS – RESOLUTIONS

R-16-049

Endorsers: Mayor Jim Donchess
Alderman-at-Large Lori Wilshire
Alderman Ben Clemons
Alderman Richard A. Dowd
Alderman Mary Ann Melizzi-Golja
Alderman-at-Large Michael B. O' Brien, Sr.
Alderman June M. Caron
Alderman Tom Lopez
Alderman-at-Large Brian S. McCarthy

AUTHORIZING THE CITY TO ENTER INTO A TWINNING (SISTER CITY) AGREEMENT FOR THE ESTABLISHMENT OF FRIENDSHIP AND COOPERATION WITH THE CITY OF MYSORE, KARNATAKA STATE, INDIA

- Also assigned to the Cultural Connections Committee

MOTION BY ALDERMAN LEBRUN TO RECOMMEND FINAL PASSAGE

ON THE QUESTION

Vice Chairman Deane

Director Cummings, I hear these talks of junkets back and forth. How are those going to be paid for?

Director Cummings

I am here on behalf of the Mayor this evening as he had a prior commitment. With regard to your question, I do not believe that there are any "junkets" in the works that I am aware of. The only thing that I did see was a reference in the article if that's what you are commenting to.

Vice Chairman Deane

I don't know of anything and that's why I am asking you.

Director Cummings

Okay so to clarify, I am not aware of anything either and I don't believe that it is the intention of the Mayor at this time to move forward with any "junkets."

Vice Chairman Deane

Okay so there's no plan to send large groups of people across the ocean to India or pay for?

Director Cummings

If that was to occur I would think that would be a conversation that we would bring forward when appropriate and then discuss at what level and the type of participation the city would have and I suspect there would be a big non-profit type component to it.

Vice Chairman Deane

From an economic development standpoint, what advantages to this agreement do you for the city?

Director Cummings

That's a great question and that's the reason why I am here. From a sister city initiative perspective the goal of the program is to provide opportunities for city officials and citizens to experience and explore other cultures through long-term community partnerships. This would create an atmosphere which economic and community development can be implemented and strengthened where you already have an economic base already in hand and we have that with a strong contingency of Indians here; approximately 6% of our population. With the world getting smaller and smaller with globalization, the more we can build better and stronger partnerships then it will help us economically.

Vice Chairman Deane

The Mayor had mentioned this twinning sister city that we had done with somewhere in Korea. What were the benefits that were reaped from that?

Director Cummings

I can't actually tell you what the exact benefits of the relationship was with a suburb of South Korea. My understanding was one of the missteps was that we didn't actually have a good strong base of support initially to cultivate the type of partnership that would come about. That is different this time around because actually have the ingredients in place. We also have an endorsement, as I understand it, from the Mayor of Mysore, India as well as the Chamber of Commerce from over there so clearly there is a two-way partnership in this initiative and I would be remiss also not to point out the other communities in our area that have sister city partnerships, for instance in Concord, NH, there is a partnership with a community in El Salvador as well as in France. In Hanover, NH, they have a partnership with a community in Japan. In Keene, NH, they have a partnership with both Germany and Russia. Manchester, NH, has Germany, two in Ghana, South Africa and one in Japan.

Vice Chairman Deane

So do these cities and towns that you mention, do they have large percentages in their population that are Russia say in Manchester?

Director Cummings

I don't know but I think that is something that we could ask them but what I think they are trying to do is strengthen their partnerships with countries to help them economically and bring down barriers and help to facilitate commerce. It's a strategy that as the world is getting smaller and smaller communities are pursuing.

Vice Chairman Deane

How is that measured and who measures the success of it?

Director Cummings

In what sense? This, as I understand it, is more ceremonial and more community based.

Vice Chairman Deane

Okay so it's ceremonial, thank you.

Alderman LeBrun

Going back to Alderman Deane's first question, do you have any idea of who pays for these "junkets" in these other towns if there are any?

Director Cummings

I don't know and I don't know if these other towns have actually done that.

Alderman O'Brien

My home base is Ward 9 even though I am an Alderman-at-Large and I am very happy to say that in my Ward there is a very large population of people that have come from India and they are good, hard working people. I think the whole purpose of this is the cultural aspect of it. We are reaching out across the world to another group of people. Nashua has long hosted immigration and I think this will benefit the cultural experience. The City of Cincinnati also has a twinning with Mysore so I am sure if we had any questions we could contact our counterparts in Cincinnati. I see this as a great benefit. I personally would like to have a twinning city with Ireland. I don't think it's a question of the "junkets" I think what it is getting down to the true cultural experience to welcoming the people into our city.

Vice Chairman Deane

Ceremonial as we were told.

Alderman O'Brien

Ceremonial that's correct.

Director Cummings

I specifically asked that question this evening and the Mayor did indicate to me that this does not present any obligations on our part other than fostering a cooperative relationship from a cultural perspective. I just want to make sure I am clear on that.

Attorney Bolton

Section 6 of the agreement specifically speaks to the fact that the agreement creates no binding obligation and specifically no obligation to expend any funds. It also doesn't preclude us from obeying the laws and passing other laws and exercising all of the powers that the city has. It's largely ceremonial. These cultural experiences sometimes do foster spin-off positive economic effects. It's hard to see where they would foster any negative economic effects and certainly if there were going to be any trips from any city officials to India then the expenses, if they were going to be paid for with city

funds, would have to come back and require action by the Board of Aldermen to appropriate funds or transfer funds into appropriate accounts. The agreement itself doesn't contemplate that sort of thing and certainly doesn't oblige us to do that sort of thing.

Director Cummings

I do want to make sure that we recognize that our State Representative who helped initiate this initiative is here with us tonight.

MOTION CARRIED

NEW BUSINESS – ORDINANCES

O-16-013

Endorsers: Mayor Jim Donchess
Alderman Richard A. Dowd
Alderman June M. Caron
Alderman-at-Large Lori Wilshire
Alderwoman Mary Ann Melizzi-Golja
Alderman Sean M. McGuinness
Alderman Don LeBrun
Alderman-at-Large Michael B. O'Brien, Sr.
Alderman Tom Lopez

INCREASING THE COMPENSATION OF ELECTION OFFICIALS

MOTION BY ALDERMAN LEBRUN TO RECOMMEND FINAL PASSAGE

ON THE QUESTION

Vice Chairman Deane

Ms. Piecuch, did we do a statewide comparison to wages paid to the hard working folks that sit there for twenty hours?

Ms. Piecuch

I did do that. Our election officials are very dedicated. Election Day is at least a 14-hour day so they average between 16 to 18 hours on Election Day. They also have to attend a training session prior to the election which lasts about 1 ½ hours. They also set up their polling location the day before the election which takes about 2 hours. I did reach out to other communities and found that we were lower than the City of Manchester but in looking at this increase it will slightly increase us over Manchester. Manchester's polling hours are 6:00 a.m. to 7:00 p.m., they do close a little earlier and their ordinance is similar to ours where they also have to attend a training session. Looking at some of the other smaller cities; Merrimack pays some their people on an hourly rate and we did check with our Human Resources Director and he advised that the flat rate that we have been doing is an easier way to go through this than an hourly rate. We have proposed an increase of between \$15.00 and \$25.00 in 2008 and 2012. The moderators are a little bit more at \$35.00 because they are the ones that are coming in and are sometimes here until 1:00 a.m.

Vice Chairman Deane

Did you budget for this?

Ms. Piecuch

Yes, it was put in the budget. For a municipal election the increase for the election officials; our moderators, our Ward clerks and selectmen would be \$1,305 per election. On those elections as well for appointed officials, it would normally be \$1,350 which are our ballot inspectors and our deputy registrar's. When we get into the Presidential Primary and the Presidential General the cost is going to be higher for the appointed officials because we go from four ballot inspectors per Ward up to ten. One Ward right now could have twelve but we have budget for ten per Ward. For the general election it's going to cost an additional \$4,050 for the appointed officials. The elected officials will remain the same because there is one moderator per Ward, one ward clerk per ward and three selectmen per ward.

Vice Chairman Deane

So for the moderators and clerks the pay has gone from \$190 to \$225, the selectmen are going from \$165 to \$190, the ballot inspectors, assistant election officials and voter of registrars per election is going from \$150 to \$175.

Ms. Piecuch

That is correct.

Alderman Caron

I think this is a much needed increase. These election officials don't work for the money, they work because they are giving back to the community but this is an incentive to help because we do stay open later than other cities and towns. It might also help get the younger people involved.

Alderman LeBrun

When was the last increase?

Ms. Piecuch

In 2012 we had a modest one. The moderators and ward clerks went from \$165 to \$190, the selectmen from \$140 to \$165 and the ballot inspectors...the assistant election officials are that you need to have a number of democrat and republicans and these are some of the individuals that are undeclared, the additional people that are working went from \$120 to \$150.

Alderman LeBrun

Thank you, I just wanted that on the record.

MOTION CARRIED

O-16-014

Endorsers: Alderman-at-Large Brian S. McCarthy
Alderman-at-Large Michael B. O'Brien
Alderman Ben Clemons
Alderman-at-Large Lori Wilshire
Alderman Ken Siegel
Alderman Richard A. Dowd
Alderman Mary Ann Melizzi-Golja
Alderman Sean M. McGuinness
Alderman Tom Lopez
Alderman David Schoneman

ENABLING THE SAMPLING OF BEER OR WINE AT FARMERS' MARKETS

**MOTION BY ALDERMAN LEBRUN TO RECOMMEND FINAL PASSAGE
MOTION CARRIED**

DISCUSSION – None

PUBLIC COMMENT

Ms. Latha Mangipudi, 20 Salmon Brook Drive

I want to thank the committee for taking up the sister city initiative. This has been a long discussion and I sincerely appreciate it and I think it will bring good will and positive relationships.

REMARKS BY THE ALDERMEN

Alderman LeBrun

I just wanted to remark that there is also a large increase in the Indian community in Ward 5 as well.

POSSIBLE NON-PUBLIC SESSION

ADJOURNMENT

**MOTION BY ALDERMAN LEBRUN TO ADJOURN
MOTION CARRIED**

The meeting was declared closed at 7:32 p.m.

Alderman Don LeBrun
Committee Clerk